



JIM DOYLE
GOVERNOR
STATE OF WISCONSIN

Governor Doyle's Hmong Resettlement Task Force

Meeting Minutes
from

July 21 from 11:00 AM to 2:30 PM
State Capitol Building
Room 411-South
Madison, WI

A binder for each task force member was handed out with the following information in it:

- Agenda
- Roster of Task Force Members
- Governor's Charge to the Task Force
- Public meeting notice
- Various reports of number of refugees associated with each Wisconsin county
- Various funding documents
- Workforce Resources / Funded Refugee Services Providers
- Refugee Services Plan
- Department of Workforce Development's (DWD) Office of Economic Advisors statistics
- Summary of Community Organization Efforts / Issues
- Constituent response letter from the U.S. Department of State to the Honorable Betty McCollum, House of Representatives
- Media from the Embassy of the United States of America
- Letter from the U.S. Department of State / U.S. Refugee Admissions Program
- Press releases from the Hmong National Development, Inc.
- DHHS report on Background on Potential Health Issues for Hmong Refugees from Wat Tham Krabok by the Office of Global Health Affairs.
- Assessment Team Report / Executive Summary from Wat Tham Krabok, April 2004

Kaying:

Welcomed the task force and reviewed the Governor's Charge and also the history of the initial Hmong resettlement and then the ability of the Hmong and Wisconsin Communities to welcome this new population.

Secretary for the Department of Workforce Development, Roberta Gassman:

Gave a welcome and thank you to all task force members for helping oversee this very important resettlement effort for this state. The Secretary stated that the importance of this effort is Wisconsin at it's best and America at it's best. *"We are opening the doors, offering opportunity and freedom from persecution for a better life."*

Wisconsin is at a different place than it was in the 70's and 80's when the first Hmong refugees came here. With an anticipated 3,600 refugees to settle in approximately 17 counties around the state, this takes quite an effort that we will be undertaking.

Wisconsin is in a very strong position to handle this type of resettlement that we have and will continue the successful resettlement that we've had.

The Hmong who have come to Wisconsin are some of the highest paid Hmong in the country. The average income for Hmong in California are paid \$24,000 / yr., but in Wisconsin they are paid \$36,000 / yr. Almost half are homeowners, working in all occupations and jobs. Less than 1% are on W-2. The Hmong who came to Wisconsin in the 70's/80's who didn't have services who didn't have families have become successful. They have also helped us build this state, build our economy, build this rich fabric of what is Wisconsin which is embracing diversity. This is a credit to the folks that have come, it gives us confidence as a state.

With the service that all task force members will give us, with the settlement agencies around the state and so many of the local efforts that are under way, in partnership with the state and our federal partners we know that we will oversee a successful effort.

Governor Jim Doyle:

Thank you to the task force for this initial meeting and the governor is looking forward to ongoing results. Wisconsin is working hard to welcome these people to the state and the administration seeks to ease the transition for these refugees.

We now have remarkable role models in the state from the '80's to assist the new families. We owe the Hmong people a great deal – not only for their suffering, but more now after 25 years after what they have given this state. Thank you for the services that you are providing. This state will rise to the challenge. Some of the ways we will meet this challenge is with the following:

- An additional 1M available to W-2 agencies;
- \$300K to help refugees and those needing treatment to medical providers; facilitate the settlement of refugees;
- WI DWD to get 504K in federal funds for new refugee targeted assistance to help find work, meet HC needs, provide counseling and other services;
- 100K in TANF funds to support an English teacher(?) for SE Asian children;
- WI Housing and Economic Development. Looking for funding to provide affordable housing;
- Standardized housing agreement now available in Hmong;
- Foreclosures to be used as temporary and long term housing opportunities;
- State and fed funding will provide Medicaid benefits to eligible families;
- Food stamps also available.

"Wisconsin is committed to helping these new residents become self-sufficient. We owe the Hmong people a great deal for what they have given to us."

Sue Levy:

Hmong numbers: 3200-3600 refugees will be arriving by Christmas.

Currently:

- Refugees will arrive to established communities with established services.
- Refugees will have been screened by health officials for treatment of illness and immunizations (hence the \$500,000 going to county agencies to assist with health screenings.)

Financial:

- DWD has applied for 675K in grant funds that are expected to go through.
- Other agencies within the task force have also applied for funding to secure additional resources.
- Severe reduction in funding for elderly.
- State very active in going out to identify resources outside of the program.
- DWD allocating \$1M to W-2 agencies for the arrival of unexpected populations in their communities.

Health issues Dr. David Smith, DHHS Global Health Affairs:

Congratulations to Governor Doyle on forming this task force. Dr. Smith shared with us that he had just come from the Wausau area and stated they are doing such a wonderful job there in the community with the Hmong population, they could be a model program for the country. Wisconsin communities are focused on the needs of the Hmong and organizations are organized in their process.

Dr. Smith shared some impressions after looking at health conditions of this population. He said we are looking at some immediate needs and continuing needs, which are equally important if not more important. Some of the health needs are the following:

- Skin infections / conditions / scabies = immediate attention;
- Mental health issues and needs - those will be continuous;
- Hearing loss from ear infections – issues in schools;
- Illiteracy – another issue in schools;
- Asthma – serious problem;
- Diabetes;
- Hypertension;
- Arthritis;
- Depression;
- Dental health issues – very bad teeth with little to no dental care. This is the biggest problem and most programs are not strong on providing dental care. The communities will have to work with local dentists to provide pro bono services.
- Suicide is another serious issue, especially as departure draws near.

This population for the most part will be fully immunized which will be documented. With the exception of the early arrivals, these individuals with live vaccines should not be tested for TB. There will have to be a waiting period of six weeks before they should be tested.

Dr. Smith did recommend talking to the local hospitals to make diet changes to accommodate the Hmong.

Please visit the www.globalhealth.gov website for information / updates on health briefings. Also, please reference the Global Health Affairs article in the binders.

Madeline Uранеck, International Education Supervisor from the Department of Public Instruction (DPI) presented the Fulbright Report via PowerPoint. Please view it from their website: www.dpi.state.wi.us

Madeline was one of 20 people (10 educators) from Wisconsin (technical colleges, universities and college systems) based on a Fulbright Seminar grant to increase our knowledge about SE Asia - in particular Laos and Thailand region, its culture and the need to integrate Hmong students into the curriculums. These educators traveled to Laos and Thailand this summer to study the lifestyles and cultures that these refugees would be coming from in order to provide a smooth transition into society and the educational system. Madeline shared several photos from the recent visit to

From this trip they are developing a school district packet of information on the refugees which highlights educational seminars, refugee impact grant for funding to assist refugee students, teachers who will do demonstrations, etc. She relayed that the Hmong are very interested in learning and asked many questions:

- How will we make it?
- How will we buy food? Pay back our airfare?
- I've never been to school, I'm 18 or 53, will I be able to go to school??

Refugee children quit school once they were notified they were going to the US – an unintended effect of the refugee process; girls drop out quicker than boys. Adults are interested in schooling, especially in math and science, and in getting their GED's.

Madeline also heard heartbreaking stories of those who did not make it on the list; who could not join family members coming to US.

Eric Grosso, DWD Office of Economic Advisors: Presented on Hmong population by county (see handouts):

- Out of 72 counties, only 16 have large enough Hmong pop to report. This is in a state with the third largest Hmong population in the US.
- Asian population is projected to be the fastest growing race segment over the next decade. This means the Hmong population because:
 - Hmong account for 44% of state's Asian population-largest Asian segment
 - Hmong account for 2% of the nation's Asian population;
 - Only four of these 16 counties are non-metropolitan so immigrants are and will be engaging in metropolitan economies.

Age:

- The Hmong literally are part of the future economy given that the majority of them are not even adults.
- Though they are still very small portion of the states population, it is an example of doing what's right in terms of answering the need for labor force participants, future workers in a state projecting considerable labor force shortages.

Karin Wells, DWD Office of Economic Advisors: Occupations and Industries for jobs.

In 2000 about 11,000 Hmong reported working sometime in 1999. People worked in every one of the 23 major occupational groups, but the fewest number of people were employed in legal occupations, where there were only 3 people.

78% of the people were concentrated in just 5 occupational groups --- production occupations, office and administrative support, transportation and material moving, sales, and food preparation and serving. By far most Hmong, 44%, worked in production occupations.

Production occupations include various machine operators, setters, and tenders; machinists; tool and die makers; miscellaneous assemblers/fabricators; and miscellaneous production workers. Most Hmong working in production occupations have found jobs as misc assemblers/fabricators (putting together various products) or misc production workers (cleaning equipment and work areas; and helping other production workers by holding supplies or tools).

There are also large numbers of Hmong who have found jobs as secretaries and tellers; hand packers and packagers; hand laborers; cashiers and retail salespersons; cooks and waiters/waitresses.

Overall, Hmong have worked in over 100 different occupations in Wisconsin.

Let's now focus on the types of businesses or types of industries where Hmong have found jobs. There are 19 major industry groups and Hmong have worked in all of these groups. However, nearly one out of every two people have worked in manufacturing, with the largest number of people working in food manufacturing and fabricated metal products (cutlery, tools, metal containers, structural metal). Almost all the production occupations mentioned earlier, such as misc. assemblers/fabricators and misc. production workers are found in manufacturing.

In addition to food manufacturing and fabricated metal products, several people also worked in eating and drinking places; hotels/motels; child care; individual and family services; general merchandise stores; drug stores; insurance companies; and banks/credit unions.

During the next ten years or so, there will continue to be job opportunities in the same industries and occupations where the Hmong were working in 1999. There will continue to be a need for workers in manufacturing where large numbers of Hmong have found

employment in the past. Food manufacturing, fabricated metal products, and wood products are expected to be the manufacturing industries adding the most jobs between now and 2012.

Overall, the ten industries projected to add the most jobs in Wisconsin during the next decade are:

1. Educational Services, Including State and Local Government (public and private elem, secondary schools, colleges, universities)
2. Ambulatory Health Care Services (Doctors offices/clinics)
3. Administrative and Support Services (Temporary Help Services; Other Business Services such as mailing and cleaning)
4. Professional, Scientific, and Technical Services (Legal services, accounting, computer services)
5. Food Services and Drinking Places
6. Hospitals, Including State and Local Government
7. Nursing and Residential Care Facilities
8. Social Assistance (child care, individual and family services)
9. Specialty Trade Contractors (carpenters, electricians, plumbers)
10. Merchant Wholesalers, Durable Goods

On the Occupational side, The Ten Occupations Projected to have the Most Job Openings between now and 2012 are:

- Retail Salespersons \$7.23
- Cashiers \$6.65
- Waiters and Waitresses \$5.95
- Combined Food Preparation and Serving Workers, Including Fast Food \$6.28
- Registered Nurses \$20.07
- Truck Drivers, Heavy and Tractor-Trailer \$13.97
- Janitors and Cleaners, Except Maids and Housekeeping Cleaners \$7.84
- Hand Laborers and Freight, Stock, and Material Movers \$8.29
- Nursing Aides, Orderlies, and Attendants \$9.00
- General Office Clerks \$8.75

It is important to note that job openings occur both to growth (newly created jobs) and the need to replace workers who permanently leave an occupation due to death, retirement, or otherwise permanently leaving an occupation. In most occupations, replacement needs are a larger source of job openings than newly created jobs – in fact in WI replacement openings will account for about 65% of all job openings during the next 10 years.

Lets now consider where the new immigrants who will be looking for work soon may be able to find jobs. If we focus in on occupations that require minimal English skills, the 10 occupations expected to have the most job openings are:

- Janitors and Cleaners, Except Maids and Housekeeping Cleaners \$7.84
- Hand Laborers and Freight, Stock, and Material Movers \$8.29
- Maids and Housekeeping Cleaners \$7.35
- Food Preparation Workers \$7.19
- Landscaping and Groundskeeping Workers \$8.29

- Hand Packers and Packagers \$7.52
- Packaging and Filling Machine Operators and Tenders \$9.71
- Production Workers Helpers \$8.63
- Dishwashers \$6.16
- Dining Room and Cafeteria Attendants and Bartender Helpers \$6.05

For people who have more English skills, or are able to learn English quickly, some other occupations that are expected to have numerous openings are:

- Retail Salespersons \$7.23
- Cashiers \$6.65
- Waiters and Waitresses \$5.95
- Combined Food Preparation and Serving Workers, Including Fast Food \$6.28
- Truck Drivers, Heavy and Tractor-Trailer \$13.97
- Nursing Aides, Orderlies, and Attendants \$9.00
- Office Clerks, General \$8.75
- Team Assemblers \$9.79
- Stock Clerks and Order Fillers \$7.51
- Personal and Home Care Aides \$8.03

However, as the Hmong who have already settled in the WI and in other places in the US have demonstrated, it is possible for Hmong to get a job in any occupation and in any industry once they have acquired the necessary education and other skills – so even though I have listed just a few occupations today, people are not, and should not be limited to those that I have listed. The lists are just meant to indicate where the new immigrants, who have limited English, should be able to find jobs

OVERALL MEETING COMMENTS and SUMMARY:

Programs available:

- Refugee Employment & Training agencies provide wide array of programs and services (one key value is the connection they have to the community with relations to where refugees are, where resources are, etc.) They are the best connection to other systems.
 - W-2 agencies provide employment services – primary provider for families and children
 - WHEDA is addressing housing needs – creating system for affordable rental property and temporary housing options.
 - DHFS – making Medicaid available, food stamps, etc.
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The afternoon discussion ended with the following top categories as focus areas for breakout groups to work on:

Governor' Hmong Resettlement Task Force Sub-Committees

- 1. Education - Nell Anderson, Chair**
- 2. Mental Health - Andrew Benedetto, Chair**
- 3. Housing/Transportation - ChaSong Yang, Chair**
- 4. Health -**
- 5. Economics/Employment - Thai Vue, Chair**
- 6. Family Issues - Ker Vang, Chair**

08-02-04 LATEST SUB-COMMITTEE ASSIGNMENTS:



Governor's Hmong
Task Force Me...

ISSUES/NEEDS Identified by Members of the Task Force:

- Identify Best Practices
- Bilingual, Bicultural Mental Health Services
- Services to the elderly population
- Safety Issues (supervision of children)
- Affordable Housing, Housing Conditions, Inspections, Safe Housing, etc
- Bilingual, Bicultural Services
- Limited Resources
- Interpreter Services/Professional
- Racism
- Job Development/Economic Development
- Early Childhood Education, ESL
- Adult ESL
- Cultural Orientation
- Orientation to Sponsors and Anchor Relatives
- Transportation
- Volunteerism, Community Coordination
- Health
- Dental Care
- Domestic Abuse (Prevention, Education, etc.)
- Future of Children (College Education, Tuition, etc.)
- Basic Needs
- Social Issues
- Basic Skills Training
- Citizenship, Deportation
- Services to Under Age Families (ages 14-18)

- Child Care Resources
- Inter-Departmental Communications and Collaboration

FOLLOW-UP NEEDED / Request for more information:

- Housing (WHEDA/Commerce—how big is the unmet need? Give ChaSong Information
- Workforce Development Boards (WDB) – their role
- DHFS
- Presentation by DHFS on Mental Health
- Write to Sen. Kohl and Feingold

NEXT MEETING:

Friday, August 20, in Wausau (from 10:00 a.m. to approximately 2:00 p.m.) The meeting will be held at Children's Service Society of Wisconsin, 705 S. 24th Ave., Wausau.

Meeting agenda items, directions to the meeting place, and other information will be sent to you at a later time.

Goal:

Want to develop programmatically for new arrivals is to build a coordinated case management system that enables voluntary agencies, mutual assistance across training agencies to be working together in a coherent fashion to establish self-sufficiency under the roles of each agency to do the best possible job for refugees.